

# Head of Land Resource Management

**Department:** Infrastructure, Housing and Environment

**Division:** Natural Environment

**Reports to:** Director of Natural Environment

**JE Ref:** IHE1137.1

**Grade:** CS15

**JE Date:** 17/07/2023

## Job purpose

Develop strategies and be the expert adviser, directing, leading and managing Government officer and stakeholder groups and workstreams, on all matters regarding protecting and enhancing the Island's terrestrial and coastal natural environment. This includes protection and enhancement of water and air quality as well as ensuring public availability of natural resources to increase the Island's international reputation, sustainable use of resources whilst enhancing the environment and health and well-being of the Island population.

## Job specific outcomes

1. Lead specialist and multi-skilled teams across Government and external stakeholder/industry groups of land, water, and air specialists / scientists to manage and safeguard key habitats, species, protected sites, water quality and availability, and air quality; this both in their own right and by in turn managing external stakeholders.
2. Identify, define, direct and deliver the development and continuous improvement of a wide range of complex Governmental policy and strategies as defined in Ministerial Plans concerning key environmental, health and island sustainability issues that impact the island and involving a large cross section of Government and stakeholder groups (for example island water strategy, biodiversity strategy, countryside access and the air quality strategy). Ensure that policies are aligned, account for international best practice and latest technological developments and international and local legislation, and deliver value for money.
3. Horizon scan, develop, direct and lead senior Government and Industry groups to deliver novel and value for money solutions to tackle a complex range of historic, current and expected environmental issues facing the island. These include highly technical and politically sensitive areas that can have far reaching negative impacts on, island water supply, food security, islander's health and safety and Government expenditure. Provide the interface between scientific communities and those benefiting from this specialist knowledge such as Island politicians, utility companies, National Park Authorities and industry.
4. Provide direction, identify and coordinate the island's response, activities and advice and provide statutory consultation responses to stakeholders/industry/developers/ development control (planning and building IHE) in relation to droughts, species and habitat protection and environmental degradation, conservation grazing, catchment management for floods

and water contamination, PFAS contamination and clean-up and land use practises (inc. pollution from fertiliser and pesticides)/land use practices from agriculture and nuisance blooms of seaweed to secure sustainable water supply for the island, environmental safeguard and to limit negative impacts on public health and the Island's economy.

5. Coordinate policy, planning and legislative frameworks across the portfolio so that they remain effective and comply with international commitments by pro-actively identifying what action is needed and when. Be the expert adviser and statutory consultee in the planning process to achieve best environmental standards for all developments, including large infrastructure projects. Advise law officers and develop and implement law drafting changes to primary and secondary legislation, including MEAs, SSIs (Sites of Environmental, Archaeological and Geological Scientific Interest), local and international obligations and the establishment of areas of Areas of Special Protection under the Wildlife Law. Deliver the implementation of new legislation and associated propositions through the States Assembly by advising ministers and their Private Secretaries as to how to deliver and successfully debate associated propositions.
6. Direct the compliance monitoring, issue licences and deliver all regulatory and investigatory matters related to wildlife, habitat and protected sites. Be the legal office holder for any related decisions, including changes to compliance and enforcement policy and implementation of legal areas of special protection thereby protecting the island's environment. Provide expert advice on impact, mitigation and clean-up of environmental enforcement incidents. Advise and act as an expert witness for formal investigations and court prosecutions. Provide training and advice to stakeholders to promote environmental safeguarding through motivation, education and liaison with stakeholder groups.
7. Develop and lead on the Government's Access Strategy, coordinate with stakeholder groups and other providers of countryside access. Seek legal ownership and negotiate management agreements with landowners to secure the sustainability, extension and connection, signage and interpretation of the access network. Coordinate triangulation of safe countryside access with wider Governmental environment, health, cultural, sport and exercise policies to promote islander's public health and accessibility and ensure that access to the countryside is available for all user types (inc. disabled access). Deliver the extension of the access network alongside Chief Minister, Chief Executive and Parish Constables and direct the Political Steering Group.
8. Coordinate and develop a bespoke and technical island-wide monitoring and reporting system (including IT solutions) across the island's environment and natural resources (species, habitats, water (inland and marine) and air quality). Ensure that this complements and adds value with other island monitoring schemes and advise and arrange funding for the central Island Biological Records Centre. Ensure that all island monitoring is future proofed by including current and upcoming political and island priorities and international emerging science. Direct the findings to secure a strong evidence base to inform Ministers, Ministerial Plans, Governmental and industry strategic policy and Island capital expenditure projects and interventions.
9. Advise and brief the Council of Ministers, Ministers, Scrutiny Panels etc. and support and deliver decisions made. Brief and prepare Ministers to respond effectively to States assembly questions, Scrutiny, States Assembly debates. Develop approaches, lead and direct public meetings involving senior Ministers on contentious and complex areas of environmental work.

10. Build strong working relationships and networks by representing the island in inter-jurisdictional networks and partnerships, monitoring and responding to developments in UK, European and international conventions and protocols concerning environmental quality, habitats and species. Use these to coordinate policy development at local and international levels (such as the UK Overseas Territories Convention Forum, British Irish Council). Adhere to local, national and international reporting requirements for associated data.
11. Overseeing the political and operational management and controlling expenditure of a large and numerous revenue expenditure / income budgets, facilitating the disbursement of ecological grants to the third sector according to Governmental Financial Directions. Prepare Government Plan business cases to secure revenue bids so that services and emerging Ministerial environmental priorities can be provided in an effective manner.
12. Form, lead, motivate and provide direction to a large multi-disciplinary team of environmental specialists and senior level stakeholder groups to provide environmental and natural resource management and enhancement across Jersey. Ensure that officers deliver on time, to quality standards and to budget. Identify and secure personal and career development for officers.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Lead and input on the implementation, development, law drafting instructions and update of the various associated Environmental Laws, including;

Pesticide (Jersey) Law 1991  
Water Pollution (Jersey) Law 2000  
Policing of Parks Regulations 2005  
Water Resources (Jersey) Law 2007  
Wildlife (Jersey) Law 2021  
Planning and Building (Jersey) Law 2002

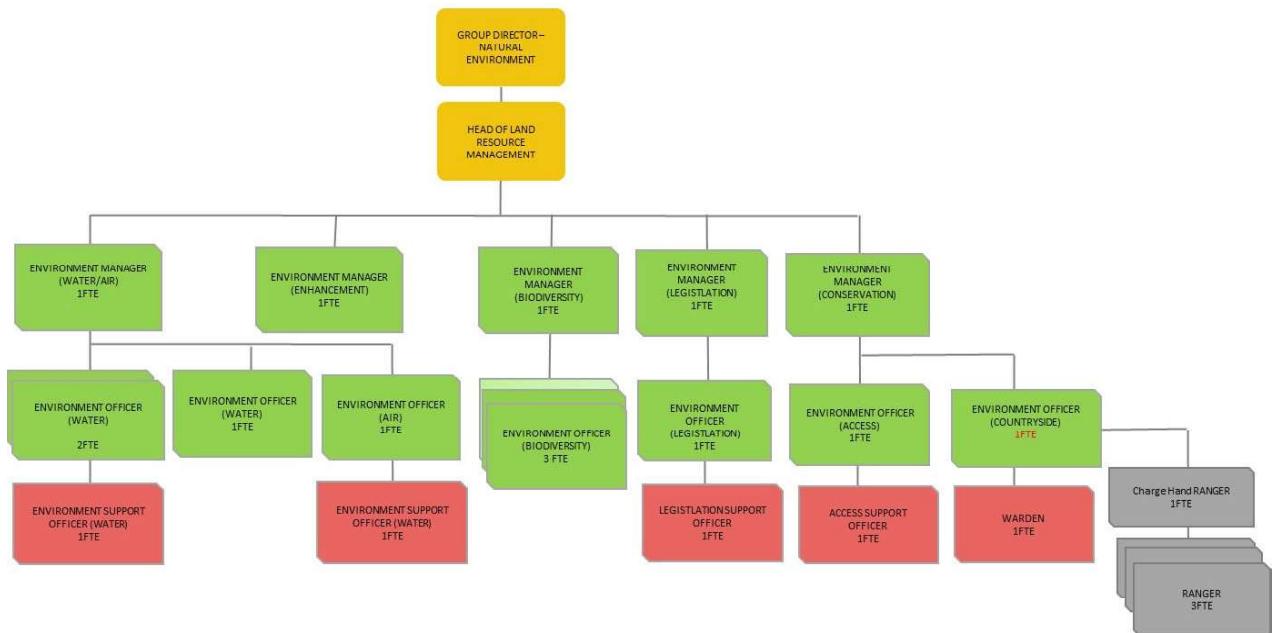
### **Services (Tier 1,2 and 3 jobs only)**

- Direct and lead (chair) a range of senior officer and senior stakeholder group: including;
  - i. The island PFAS contaminated land group to secure clean public and private water supplies to safeguard health and the environment.
  - ii. The Island Drought Group to secure water supply to the island and environment.
  - iii. The Action for Cleaner Water Group comprised of agricultural leaders to secure public and environmental health and ensure a sustainable water supply by reducing agricultural pollutants (inc. pesticides, nitrates and phosphates).



- Develop and deliver environmental legislation, Multilateral Environmental Agreements and international commitments by Government. Including areas of special protection as defined by the Wildlife (Jersey) Law 2000.
- Develop and deliver a robust monitoring and reporting regime across the environment to inform Government Policy and expenditure (marine and inland (inc. groundwater, surface water, species and habitats (including specific monitoring and management approaches of the nuisance green seaweed).
- Develop monitoring and reporting approaches of the island's air quality to inform Government interventions/adaptions that mitigate against negative health of the population.
- Protection, maintenance and enhancement of the island environment, species, habitats and ecological, archaeological and geological protected sites.
- Protection and enhancement of the natural environment and natural resources through the planning process and informing the wider Government Island Plan and strategies.
- Promote maintenance and reverse the degradation of protected sites/heathland of habitats using best practice techniques (including conservation grazing).
- Increasing public health and well-being of all islanders through the provision and extension of safe countryside access for all types of users.

## Organisational structure



# Person Specification

## Specific to the role

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<p><b>Qualifications</b> Please state the level of education and professional qualifications and / or specific occupational training required.</p>	<p>Post graduate qualification in Environmental/Natural Science or a related discipline at level 7 or equivalent.</p> <p>Full membership of a relevant Chartered professional body (e.g. Institute of Ecology and Environmental Management, Chartered Institute of Water and Environment Management).</p> <p>Post graduate management qualification or equivalent.</p> <p>Relevant health and safety certification.</p>	<p>PhD doctorate qualification in a science discipline.</p> <p>Project management qualification or equivalent experience.</p>
<p><b>Knowledge</b> This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</p>	<p>Excellent and proven scientific and technical knowledge and extensive experience across a diverse range of areas, such as water quality and resource management, PFAS, diffuse pollution, air quality ecology, biodiversity, local ecology and habitat/countryside/public access management and improvements.</p> <p>Breadth of knowledge across the Economy, Regulation, Planning and Building and the community to balance environmental with wider</p>	<p>Management reporting as it relates to this role</p> <p>The departmental priorities and key objectives, risks and issues relevant to the directorate, division and the role</p>



	<p>current and future needs of the island and the community.</p> <p>Understanding of all aspects of the island agriculture industry and land use practises and solutions to reduce pollution by fertilisers and pesticides and increase species/habitat gain.</p> <p>Understanding of technical and operational issues relating to complex infrastructure such as the public water supply network, water desalination and sewage and water treatment.</p> <p>Extensive knowledge of local, UK and international Environmental Laws and Conventions with a comprehensive understanding of how they impact local legislation, policy frameworks and practices.</p> <p>Thorough knowledge of investigatory, regulatory and statutory legal procedures and licensing and compliance.</p> <p>Detailed understanding of the strategic, legislative and political frameworks of the Government of Jersey or similar organisation, its strategy and functions and interactions between politicians and officials.</p> <p>Ongoing Continuous Professional Development to remain up to date with the latest theory and</p>	
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	practices of environmental excellence.	
<p><b>Technical / Work-based Skills</b>            This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</p>	<p>Outstanding research, reporting and presenting skills, proven across an international scientific audience.</p> <p>Proven proficiency in the publication of peer reviewed scientific papers in international journals.</p> <p>In-depth understanding of scientific and risk-based monitoring, data management, statistical techniques, analysis and reporting and associated advances in IT solutions and science.</p> <p>Advanced project management skills and implementation of change projects.</p> <p>Experienced in managing large budgets and business planning processes.</p> <p>Computer literate in Microsoft Office, IT and special mapping solutions.</p> <p>Driving licence.</p>	
<p><b>General Skills/Attributes</b>            This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</p>	Excellent organisational, coordination and agile working skills, with experience in managing and working in a fast paced environment with multidisciplinary teams and stakeholders to achieve objectives and timely delivery	

	<p>Ability of communicate confidentially and effectively in media interviews, including presenting and providing motivation in public meetings, to politicians and other specialists in the national and international forums.</p> <p>Experience in identifying and taking decisions in complex and fast moving political environments.</p> <p>Experience in high-level negotiations.</p> <p>High level of interpersonal and relationship building skills to bring together and influence a diverse range of Ministers, Government Senior Officers, industry leaders and stakeholders, often with differing agendas, to challenge and change behaviour to positively impact the environment.</p> <p>Excellent verbal and written communication skills and the ability to produce reports/briefing papers to a high standard.</p> <p>Mindset to identify, define and deliver solutions bespoke to the Island setting.</p> <p>Technically self-sufficient with established contacts in the professional scientific community, NGOs and stakeholders.</p> <p>Ability to lead, motivate and manage large teams directed at high delivery</p>	
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	<p>and performance and manage poor behaviour.</p> <p><b>Experience</b>            This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</p>	
	<p>Extensive experience (15+ years) across the wide ranging portfolio. For example, ecology/species conservation, enforcement and legislation, habitat management and the protection and sustainability of water, air quality. Identifying and developing bespoke island solutions that are aligned with an understanding of international approaches.</p> <p>Experience in identifying, defining, developing and implementing a strategic vision and facilitating innovation processes and achieving objectives on time.</p> <p>Experience in pulling together, motivating and working alongside senior Government Officers, industry leaders and stakeholders.</p> <p>Proven professional management experience, including orientating, managing and motivating senior teams across Government and industry,</p> <p>Experience in securing, setting and delivery of large budgets (£2.4m pa).</p> <p>Extensive experience of utilising and overseeing the development of data/evidence collection, management and reporting approaches and IT systems for managing habitats. Including contributing to and</p>	

	progressing international emerging science.	
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## Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 1 to 3 core accountabilities, attributes and behaviour indicators.

## Organisational structure

